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ABSTRACT

This newsletter theme issue cites statistics indicating that slight growth occurred in the number of faculty members represented for purposes of collective bargaining and in the number of faculty bargaining agents in institutions of higher education in the United States. In text, tabular, and graphic formats, the report offers information on: agents elected; change of agent election; challenge to agent election; no-agent votes; activities of the American Association of University Professors, the American Federation of Teachers, the National Education Association (NEA), and independent agents; merged bargaining agents; strikes; and demographic analysis (such as particular faculty bargaining agents in two-year and four-year institutions, and faculty represented by particular certified bargaining agents). The newsletter also reports on the faculty at the University of Arkansas at Little Rock voting in favor of collective bargaining and selecting NEA as their bargaining agent, but the refusal of university administration to recognize the faculty vote, as Arkansas does not have legislation which allows public sector collective bargaining. It also reports on the California Public Employment Relations Board recognizing the Association of Graduate Student Employees as the bargaining agent for a unit of 700 tutors, exam readers, and acting instructors at the University of California, Berkeley. (JDD)

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NEWSLETTER
NATIONAL CENTER FOR THE STUDY OF COLLECTIVE BARGAINING IN HIGHER EDUCATION AND THE PROFESSIONS

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Unionization Among College Faculty - 1994

Frank R. Annunziato

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NEWSLETTER
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Unionization Among College Faculty - 1994

Frank R. Annunziato

INTRODUCTION

During 1993, slight growth occurred both in the number of faculty members represented for purposes of collective bargaining and in the number of faculty bargaining agents throughout the United States. Academic unions now represent 234,570 professors, an increase of 7,757 (+3.4 percent) from our prior report. In addition, our statistics establish 489 faculty bargaining agents for 1993, an increase of 6 from our previous year's Directory.

The increase in the number of faculty members appears to be mostly attributable to the hiring of new faculty throughout the country, as colleges and universities begin to climb out of the ravages of the recession of the past few years. However, professors at three institutions chose new bargaining agents for the first time during 1993, which can explain 873 of the 7,757 additional faculty members.

Public sector institutions continue to dominate faculty collective bargaining. Our statistics indicate that 420 public sector bargaining agents now represent 224,698 faculty members on 971 campuses. Faculty members at public sector institutions account for 96 percent of all faculty members represented for purposes of collective bargaining throughout the United States.

Professors participated in eight elections during 1993 to determine collective bargaining agents. All these elections involved public sector institutions. In three of these elections, new bargaining agents were elected. In one election, faculty members decided to affiliate their independent union with a national union. In another, an independent union withstood a challenge to its agent status from two competing national unions. Also, faculty voted against collective bargaining in three elections.

Two other events transpired during 1993 which must be included in this Directory. First, the faculty at the University of Arkansas at Little Rock voted in favor of collective bargaining and then in favor of the NEA as their bargaining agent in two separate elections. Arkansas does not have legislation which allows public sector collective bargaining. The faculty vote at the University of Arkansas at Little Rock does not obligate the university to bargain with the NEA affiliate. As we go to press, the administration has refused to recognize the faculty vote. Since the union has been neither recognized nor certified, we have not included it as a bargaining agent. The significance of the faculty vote at the University of Arkansas at Little Rock should not be minimized, however. No faculty collective bargaining currently exists in the State of Arkansas. If successful, the University of Arkansas at Little Rock faculty would establish a major beachhead for collective bargaining in an area of the nation not known to be pro-union.

The second event which we must mention is that the California Public Employment Relations Board (PERB) has recognized the Association of Graduate Student Employees (AGSE), Local 2165, United Auto Workers, AFL-CIO as the bargaining agent for a unit of 700 tutors, exam readers, and acting instructors at the University of California, Berkeley. The union had also sought union recognition for an additional 1,100 graduate teaching and research assistants and struck during the Fall semester, 1992 to achieve this goal. However, California law does not permit those student employees to organize. The California PERB conducted an election only for the tutors, exam readers, and acting instructors; the union prevailed 220-60. The university administration has refused voluntary recognition of the union as the bargaining agent for the 1,100 teaching and graduate assistants.

TABLE OF CONTENTS

Unionization Among College Faculty - 1994 1
Summary of Elections - 1993 4
Faculty Bargaining Agents in Two- and Four-Year Institutions, 1994 6
Faculty Represented by Certified Bargaining Agents, 1994 7
Merged Bargaining Agents 8
Other National Unions Representing Faculty 8

AGENTS ELECTED

Faculty chose new collective bargaining agents at three public sector institutions during 1993. Two of these elections involved part-time faculty: Elgin Community College (IL) and Rockland Community College (NY). The full-time faculty at Cleveland State University (OH) also voted in favor of collective bargaining. The aggregate size for these three bargaining units is 873.

CHANGE OF AGENT ELECTION

The independent faculty union at Yuba Community College (CA) voted to affiliate with the AAUP in a 396 full- and part-time bargaining unit.

CHALLENGE TO AGENT ELECTION

The AFT unsuccessfully challenged an independent union at Santa Rosa Community College (CA) for a unit of 1,090 full- and part-time faculty.

AAUP

The AAUP participated in two of the eight elections held in 1993 and won both of them. At Cleveland State University (OH), the AAUP defeated No-Agent, 243-146 for a bargaining unit of 450. At Yuba Community College (CA), the membership of the certified bargaining agent, the Yuba College Faculty Association (bargaining unit size 396), voted to affiliate with the AAUP, 64-14.

The AAUP and its affiliates, including dual affiliations, now represent 61,445 faculty at 59 colleges and universities. These include 38 public and 21 private institutions. Of these, 51 are four-year and 8 are two-year institutions.

AFT

The AFT participated in six of the 1993 elections and won two of them. The AFT defeated No-Agent 13-0 at Elgin Community College (IL) for a bargaining unit of 23 part-time faculty. At Rockland Community College (NY), the adjunct faculty voted 217 for the AFT and 11 for No-Agent in a bargaining unit of 350. The AFT unsuccessfully challenged the independent union at Santa Rosa Community College (CA) for a bargaining unit of 1,090 full- and part-time faculty members. The AFT lost three elections to No-Agent during 1993. At Lorain County Community College (OH), the faculty rejected collective bargaining by a vote of 47 for the AFT and 59 for No-Agent, in a bargaining unit of 110. The full-time faculty at Northern Illinois University voted 245 for the AFT and 522 for No-Agent in a bargaining unit of 847. Finally, the AFT and the NEA lost to No-Agent at Michigan Technical College. The AFT received 50 votes, the NEA garnered 26, and No-Agent 107, in a bargaining unit of 206.

The AFT and its affiliates, including dual affiliations, now represent 99,015 faculty at 160 colleges and universities. This includes 137 public and 23 private institutions. Of these, 48 are four-year and 112 are two-year institutions.

NEA

The NEA participated in only one of the eight elections during 1993. At Michigan Technical College, the faculty rejected unionization, in a three way vote: 26 for the NEA, 50 for the AFT, and 107 for No-Agent.

As noted earlier, the NEA has also won a non-binding vote at the University of Arkansas at Little Rock. There, without enabling legislation, the faculty voted first in favor of collective bargaining and then in favor of the NEA as their bargaining agent. The administration has not recognized either of these votes.

The NEA and its affiliates, including dual affiliations, now represent 84,993 faculty at 223 colleges and universities. This includes 209 public and 14 private institutions. Of these, 35 are four-year and 188 are two-year institutions.

INDEPENDENT AGENTS

By the term independent agent, we mean any faculty bargaining agent which has not affiliated with another state or national union. The independent bargaining agent at Yuba Community College (CA) voted to affiliate with the AAUP during 1993, with 64 votes for affiliation and 14 opposed. The independent bargaining agent at Santa Rosa Community College (CA) withstood a challenge from the AFT in 1993: Ind 590, AFT 274, No-Agent 12. Independent bargaining agents now represent 18,503 faculty at 42 colleges and universities. This includes 34 public and 9 private institutions. Of these, 13 are four-year and 30 are two-year institutions.

DECERTIFICATION

The National Center has no reports of any bargaining agent decertification occuring during 1993.

STRIKES

Two faculty strikes occurred during 1993. In Ohio, the University of Cincinnati AAUP chapter which represents 1,916 faculty members at four campuses, struck for five days at the end of March and the beginning of April. In Pennsylvania, members of the Delaware County Community College Association of Higher Education, an affiliate of the Pennsylvania State Education Association and the NEA, struck at the beginning of the Fall 1993 academic term.

LEGISLATION

The National Center cannot report any new state or federal legislation in the area of collective bargaining legislation in higher education during 1993.

FIRST CONTRACTS SIGNED

The National Center has no reports of any first contracts signed during 1993.

DEMOGRAPHIC ANALYSIS

The number of faculty represented by unions, 234,632, and the number of collective bargaining agents, 489, are both at their highest levels since the National Center began to collect these statistics in 1973. Yet, faculty collective bargaining in higher education remains an isolated phenomenon in two important aspects in the United States. First, faculty collective bargaining is confined almost exclusively to public sector colleges and universities. As stated earlier, 96 percent of professors represented for purposes of collective bargaining (224,716/234,570) teach at public institutions. Public colleges and universities account for 420 of the 489 bargaining agents in the United States. Only 9,916 faculty members at private institutions are represented by unions. There are only 69 faculty bargaining agents at the nation's private colleges and universities. As the National Center has repeatedly demonstrated over the years, the Yeshiva decision of the Supreme Court of the United States has landed a devastating blow to the growth of private sector faculty collective bargaining.

Geographic limitation is the second aspect in which faculty collective bargaining remains an isolated social phenomenon. Two states, California (65,885) and New York (51,888) can account for 50 percent of all faculty members represented for purposes of collective bargaining (117,773 / 234,570). The following ten states account for 83 percent of all faculty members represented by unions:

THE TEN LARGEST STATES FOR FACULTY UNIONISM, BY NUMBER OF FACULTY

1.	California	65,885
2.	New York	51,888
3.	Pennsylvania	10,960
4.	Connecticut	10,694
5.	New Jersey	10,395
6.	Michigan	10,333
7.	Florida	9,984
8.	Massachusetts	9,414
9.	Washington	8,294
10.	Illinois	7,335
	Total	195,182 (83 percent of all unionized faculty)

Five northeastern states (New York, Pennsylvania, Connecticut, New Jersey, and Massachusetts), can account for 93,351 faculty members, or 39 percent of all faculty members represented for purposes of collective bargaining in the entire country. Higher education institutions at two west-coast states, California and Washington, employ 74,179 unionized professors, or 32 percent of all faculty members represented for purposes of collective bargaining in the United States. A remarkable 167,530 faculty members --71 percent of all faculty members represented for purposes of collective bargaining---can be found at colleges and universities in the five northeastern and the two west-coast states.

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SUMMARY OF ELECTIONS-1993

A. AGENTS ELECTED

Institution	State	Unit Size	Vote	Agent Elected	2/4 Year College
Cleveland State Univ.	OH	450	AAUP 243 N-Agt. 146	AAUP	4
Elgin Comm. College	IL	23	AFT 13 N-Agt. 0	AFT	2
Rockland Community College (adjuncts)	NY	350	AFT 217 N-Agt. 11	AFT	4

B. CHANGE IN AGENT STATUS

Institution	State	Unit Size	Vote	New Agent	Former Agent	2/4 Year College
Yuba Coll.	CA	111 ft 285 pt	64 yes 14 no (internal affiliation vote)	AAUP	Ind.	2

C. CHALLENGE TO AGENT STATUS

Institution	State	Unit Size	Vote	Challenging Agent	2/4 Year College
Santa Rosa Comm. Coll. (full and part time faculty)	CA	1090	AFT 274 N-Agt. 12 Ind. 590	AFT	2

D. AGENTS DECERTIFIED

No reported faculty agent decertifications during 1993.

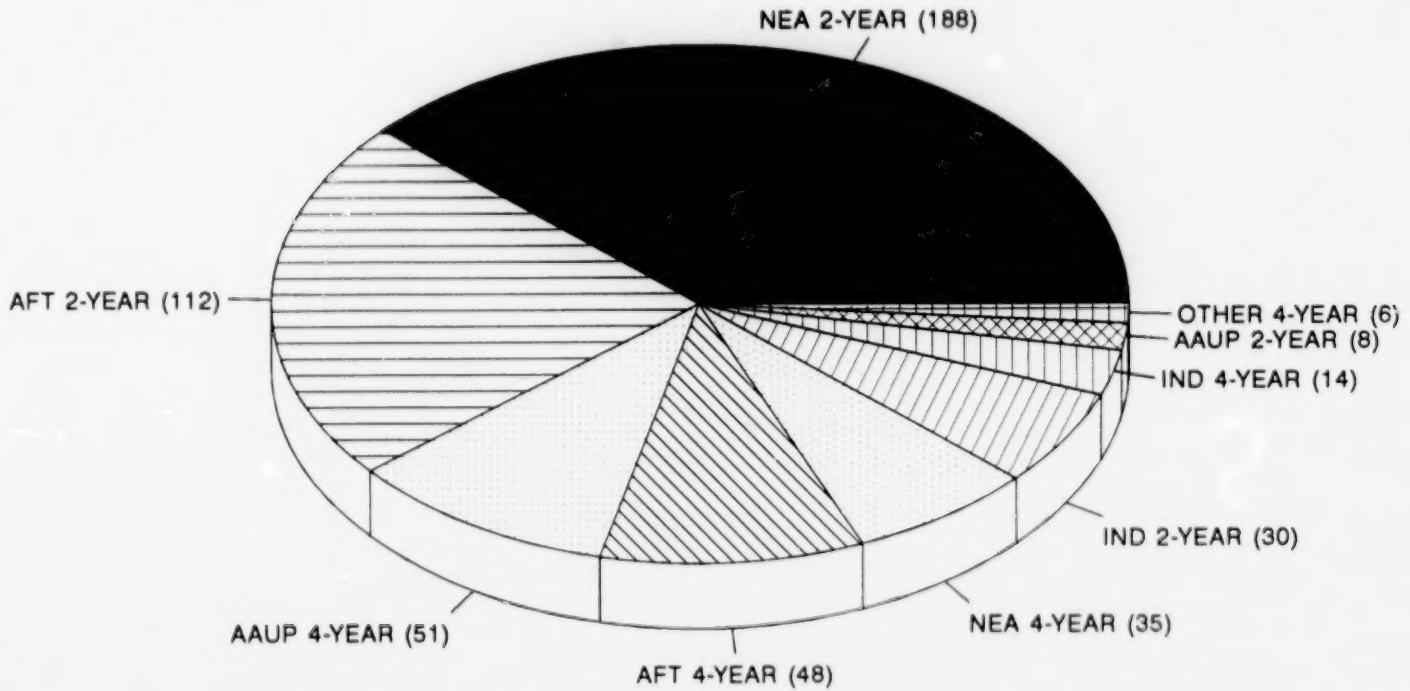
E. NO-AGENT VOTES

Institution	State	Unit Size	Vote	Agent(s) Defeated	2/4 Year College
Lorain Co. Comm. Coll.	OH	110	AFT 47 N-Agt. 59	AFT	2
Michigan Tech. College	MI	206	AFT 50 NEA 26 N-Agt. 107	AFT, NEA	4
Northern Illinois Univ. (full time faculty)	IL	847	AFT 245 N-Agt. 522	AFT	4

F. FIRST CONTRACTS SIGNED

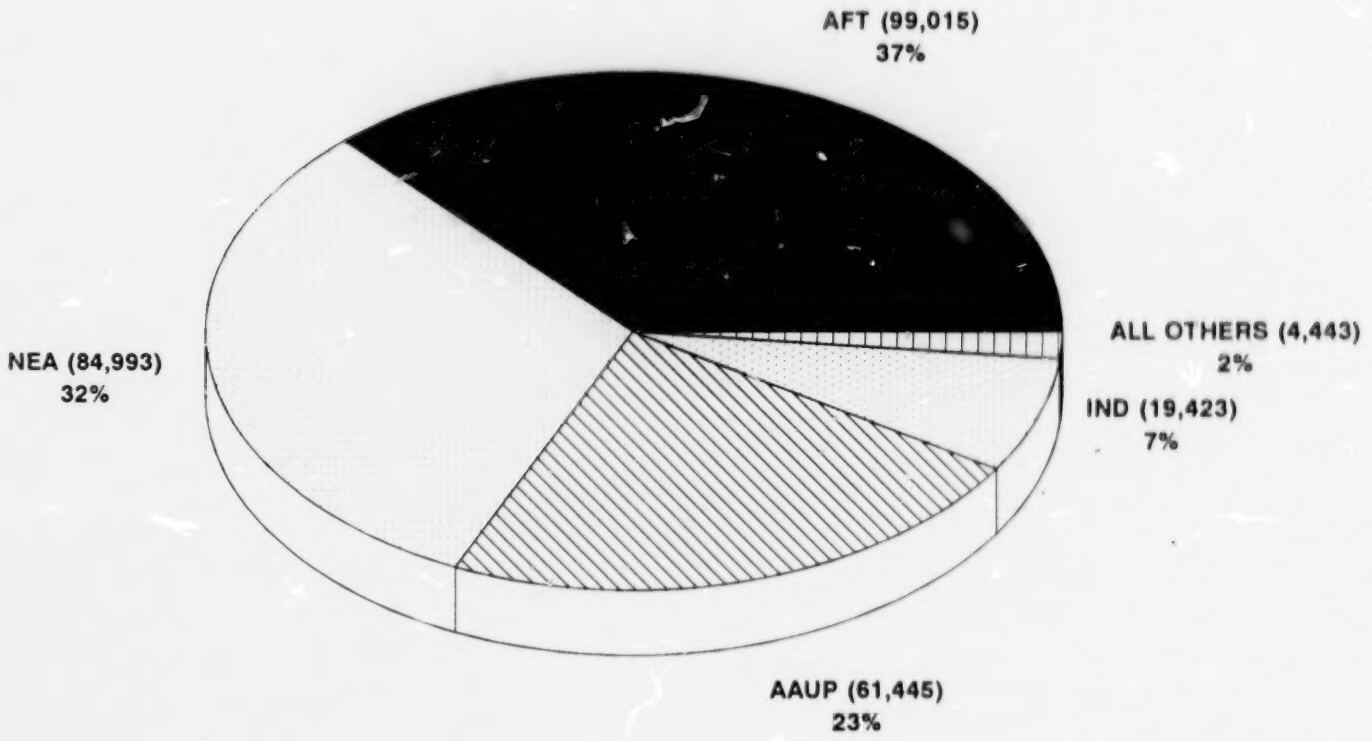
No reported first contracts.

TABLE ONE
FACULTY BARGAINING AGENTS IN TWO- AND FOUR-YEAR INSTITUTIONS, 1994



Dual Affiliations Credited To Both Unions

TABLE TWO
FACULTY REPRESENTED BY CERTIFIED BARGAINING AGENTS, 1994



Dual Affiliation Membership Status Credited to Both Organizations

TABLE THREE

MERGED BARGAINING AGENTS

Institution	State	Bargaining Agent	4/2 Year	Unit Size
Cal. State University	California	AAUP/NEA	4 year	18,400
CT Comm/Tech Colleges (adm. only)	Connecticut	AFSCME/ CCCC	2 year	379 ft 449 pt
CT Comm/Tech College Sys (comm. coll. faculty only)	Connecticut	CCCC/SEIU	2 year	560 ft 1,691 pt
Belleville Area College	Illinois	AAUP/AFT	2 year	125
CUNY	New York	AAUP/AFT	4 year	8,960 ft 6,000 pt
CUNY Research Foundation	New York	AAUP/AFT	4 year	59
*St. John's University	New York	AAUP/IND	4 year	615 ft 305 pt
Green River Comm. College	Washington	AFT/NEA	2 year	103 ft 120 pt

TABLE FOUR

OTHER NATIONAL UNIONS REPRESENTING FACULTY

National unions which represent faculty for purposes of collective bargaining other than the AAUP, AFT, and NEA

Institution	State	Bargaining Agent	4/2 Year	Unit Size
Butte College	California	CWA	2 year	525 pt
*Claremont	California	OPEIU	4 year	
CT Comm/Tech Colleges (adm. only)	Connecticut	AFSCME/ CCCC	2 year	379 ft 449 pt
CT Comm/Tech College Sys (comm. coll. faculty only)	Connecticut	CCCC/SEIU	2 year	560 ft 1,691 pt
CT State U. (adm. only)	Connecticut	AFSCME	4 year	341
U.S. Coast Guard Academy	Connecticut	AFGE	4 year	35
Maine Maritime Academy	Maine	MSEA	4 year	50
*Long Island University	New York	CWA	4 year	425 pt
U.S. Merchant Marine Academy	New York	AFGE	4 year	91